

Bulletin



President Evans poses with one of two surprise deliveries — a car and a toilet — made to his office by engineering students early Wednesday morning.

Fairness central concern of grievance review panel

"Our single most overriding concern is to be fair to all parties concerned," says Professor R.E. Azuma, chairman of the Grievance Review Panel, established as one of the terms of the *Memorandum of Agreement* between the Faculty Association and the University.

The panel, officially in business as of 9 a.m., Nov. 21, has yet to consider its first case, though there are three grievances now before it.

In addition to Prof. Azuma of the Department of Physics, it consists of Professors R.A. Frank, English; W.G. Friend, Zoology; M.A. Packham, Biochemistry; M.J. Phillips, Chemical Engineering; R.C.B. Risk, Law; J.H. Simpson, Sociology; and librarian A.J. Horne. All were appointed by President John Evans in consultation with UTFA.

The members have met on several occasions since the commencement of the fall term in order to formulate the panel's rules and procedures and to discuss, in general, how they are to conduct themselves.

"It is not an easy thing to create out of a vacuum," notes Professor Azuma. "We have had to educate ourselves and draft workable rules, though we had no exactly analogous model to follow since we are acting outside the labour relations act. But if somehow our proceedings don't work properly, that will put in jeopardy the whole voluntary agreement between the University and UTFA."

Four steps to follow

According to Article 10 of the memorandum, the Grievance Review Panel is responsible for settling any complaint by a faculty member or librarian arising from an alleged violation of "an established or recognized policy, practice, or procedure of the University" other than a complaint by UTFA about a breach of its agreement with the University, or by a faculty member about a matter related to appointments, tenure, or dismissal for cause of a tenured professor.

There are four steps in the grievance review procedure. After the grievance has been taken to, first, the department

chairman or equivalent; second, the dean, principal, chief librarian, or equivalent; and, third, the vice-president and provost, it may be referred to the Grievance Review Panel.

The panel, composed of seven members of the faculty and one librarian, may establish its rules of procedure, including the assignment of a chairman and two other members to a Grievance Review Committee to consider a particular grievance.

The committee is enjoined to attempt to minimize friction and preserve collegial relationships, and to resort to adversarial hearings only where no other route is satisfactory.

The decision of the committee is final and binding on the grievor and the University, though the committee does not have the jurisdiction to change any of the provisions of a policy or established practice of the University.

Each decision should be unanimous or reached by the majority; where there is no majority among the three members, the chairman's decision is binding. The information as to whether or not the decision has been unanimous will not be disclosed to the parties concerned.

The panel has a budget of \$5,000 which is only available for its own administrative functions and its secretariat will be established in the offices of the Governing Council Secretariat. Most hearings will be open, and all decisions will be considered as in the public domain and will be available for scrutiny.

The panel's rules, which must be established in consultation with the Statutory Powers Procedure Rule Committee, will be tabled by the Academic Affairs Committee at its next meeting on Dec. 8.

Included is a preamble that states, in part, that the panel's procedures "will be as informal as the requirements of procedural fairness, the preferences of the parties, the natures of the cases, and the governing law permit, because informal procedure is the most appropriate way to decide grievances fairly, and to respect the values and purposes of the University".

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1978-79 salary and benefits negotiations underway

A cost of living increase of eight percent is one of 14 items that the Faculty Association is proposing to the University administration as part of its 1978-79 salary and benefits package. "The association is seriously concerned that the salaries of academic staff have declined in real terms since 1971-72, and indeed, have fallen behind other sectors of the educational and business community," says the Nov. 15 UTFA newsletter.

UTFA has also proposed that:

- wherever the pension plan provides for interest to be credited, the interest rate shall be the same as that allowed by the Canadian Imperial Bank of Commerce (the University's bankers) on non-chequing savings accounts;
- the breakpoint for pension accrual rates, presently at age 45, be eliminated;
- the University remove rank salary ceilings, "as it is the only university in Ontario that still imposes them";
- the University provide a special merit fund for librarians "as rectification for past deficiencies in merit allocations";
- the stipend for summer and overload teaching in Woodsworth, Scarborough, and Erindale Colleges, and in the professional faculties, be increased from \$3,300 to \$4,300;
- the University institute a voluntary dental plan to be effective if 75 percent

of the academic staff elect to join, the premium to be shared in the ratio of 80 percent by the University and 20 percent by the staff members;

- the University institute a voluntary plan for joint membership in athletic facilities (new athletic building, Benson Building, Hart House athletic facilities), and the faculty clubs on the St. George, Erindale and Scarborough campuses, and Hart House;
- the University assume the total cost of extended health care;
- each faculty member and librarian assume the total cost of group long term disability insurance;
- the University increase the guaranteed housing loan maximum from \$20,000 to \$40,000 — the guarantee should not be limited to the first home purchased;
- the University institute a home improvement loan guarantee program with a maximum limit of \$15,000;
- the University extend its existing policy of free U of T tuition for academic staff to their dependents;
- the salary year commence on May 1 rather than July 1; appointments and retirement years would continue to start on July 1.

UTFA has already transmitted its 1978-79 salary and benefits proposals to

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Fight cutbacks, says GSU

"It is our responsibility to see that the budget process in this University moves toward the goal of an open and democratic procedure, at the same time as we oppose cutbacks in general," said Leo Casey, vice-president of the Graduate Students' Union (GSU), to a meeting convened on Nov. 30 by the GSU and the Faculty Reform Caucus to discuss how best to fight budget

cutbacks.

Casey questioned the premise that the University must live with fixed resources and should not fight decisions on funding made by the Ministry of Colleges and Universities.

Other speakers were Dale Martin, a researcher for the Ontario Federation of Students, and Professor Mel Watkins of the Department of Political Economy.

Sesqui long service award winners

On Dec. 4, 129 faculty and staff members were honoured at a reception held in the Great Hall of Hart House, where they were presented with Sesquicentennial Long Service Honour Awards. The award winners were individuals whose service to the University was deemed "of a high standard of performance over a period of 25 years or more", and each received a citation and a University certificate of service. No aspect of University employment was ignored, and recipients were involved in such diverse activities as teaching and research, cataloguing library books, counselling students, working on the grounds, assisting in laboratories, serving meals and typing and filing. Four individual citations, and the complete list of award winners follow.

Roland Duffy skillful, dedicated horticulturist



"Roland G. Duffy was born in Toronto and has already served for 28 distinguished years as horticulturist in the Department of Botany. He entered the Royal Canadian Navy when 17 years old and served with distinction for five war years. His interest in horticulture and plants caused him to enter the Niagara Parks School of Horticulture in 1945, from which he graduated in 1947.

"After two years in landscaping he came to the University of Toronto as assistant horticulturist in 1949. He took over as chief horticulturist in 1955 and has held the position since, with a high calibre of horticultural staff expanding to three since 1960. Mr. Duffy's skill and dedication have been remarkable. Research and class material are always looked after with care and class require-

ments are always filled. He has always had tremendous rapport with staff and students and his commitment to the department, combined with his humanity and hard work have earned him great respect.

"In his capable hands the departmental plant collections, many being of rare specimens, have flourished. He and his two colleagues also have assisted the University in a very direct and beneficial involvement with the public — through their superb annual spring flower show to their patience in explaining and answering gardening questions. Pride in a job well done is Mr. Duffy's watchword and we are proud to have him as a colleague in the Sesquicentennial year."

Frances Halpenny scholar, administrator, editor

"Frances Georgina Halpenny, LL.D., F.R.S.C., has been with the University of Toronto for 37 years. It is not, however, her length of service which most commands our admiration and gratitude, impressive though that length must surely be; it is the outstanding achievements encompassed by her nearly four decades with this institution. Dr. Halpenny's contribution to scholarly publishing in Canada is virtually without parallel and has gained national and international recognition. First as managing editor of the University of Toronto Press from 1965 to 1969, and then as general editor of the Dictionary of Canadian Biography from 1969 to the present, she has brought to her alma mater the type of honour and scholarly

recognition which must be the hallmark of any major university.

"On these grounds alone, the University of Toronto would be more than justified in bestowing a long service honour award upon Dr. Halpenny; but there is much more. In 1972 Frances Halpenny undertook the crucially important but essentially onerous task of leading the Faculty of Library Science during a period of strong academic growth and decreasing fiscal support. As dean of the faculty (and still part-time general editor of the D.C.B.), Dr. Halpenny succeeded in consolidating the gains achieved by her predecessors while developing the research profile of her new aegis to heights recognized not only

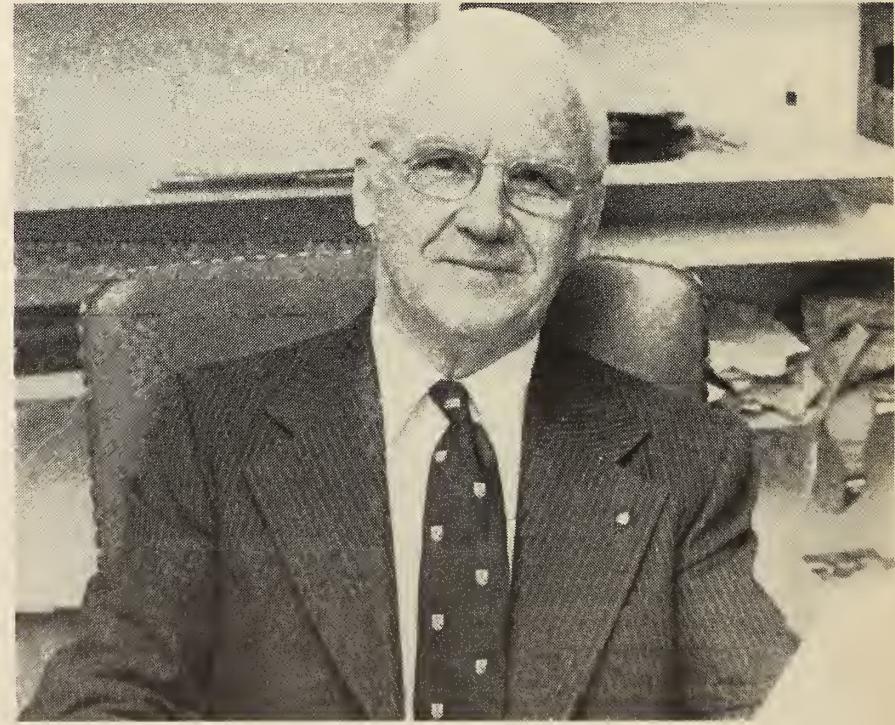


within the University but also throughout the library world. That such an achievement should have resulted from the wedding of her proven administrative ability and impressive publication record to the needs of library science may not surprise those who know Dean Halpenny; but nevertheless the distinguished contribution which her administration as

Frances Halpenny, Dean of the Faculty of Library Science

well as her scholarship have made to the growth and prestige of the University of Toronto since 1941 cannot but deserve the fullest recognition which that University can now give."

L.E. Jones mechanician, punster and poet



"Professor Emeritus L.E. Jones first came to the University of Toronto as a graduate student in the thirties following a brilliant undergraduate career at the University of Manitoba. He first joined the staff in the now defunct Department of Applied Physics, moving to the Department of Mechanical Engineering at the end of the War.

"His academic interests and research studies spanned a remarkable range of subjects in hydraulics, applied physics and mathematics. However, it is as a teacher and a sympathetic adviser that he stands out in the memories of two generations of engineering students who were privileged to meet him over a teaching career of nearly forty years at the University of Toronto. His sympathetic advocacy and practical

support rescued many students desperate and drowning in academic or administrative confusion. Indeed he was an effective though unofficial ombudsman long before that term entered our vocabularies.

"Jonsie, or Doc Jones, as he was variously and affectionately known to his colleagues, is a man of many parts, a music lover and chorist, a punster and a poet, and recently an historian of the faculty and lecturer in diverse topics. But dominantly he was a friend to all and an unselfish man who gave generously of his time and energy in the interests of the students and of the University."

Helen Walton

indispensable secretary, resource person



"Helen Walton, secretary to the Faculty of Pharmacy, first joined the staff of the teaching college of the Ontario College of Pharmacy (affiliated with the University from 1892 onward) in 1941.

"Her role initially was a dual one: that of secretary to the academic staff including the dean, as well as librarian of the college. Later she became primarily secretary to the dean. In July 1953, when the college became the Faculty of Pharmacy she brought with her to the University her twelve years of valuable experience at the OCP where she had earned a highly respected reputation and rapport as an exceedingly competent secretary by the staff as well as the pharmacy students and graduates whom she had come to know very well.

"This background and experience enabled the newly-established Faculty of Pharmacy to make a smooth and quick transition and progress within the University where she continued in her role of a first-class 'executive-type' secretary to the dean and performed administrative services such as account-

ing, purchasing, budgetary assistance and statistical responsibilities and was a constant source of advice and encouragement to all students and personnel from within and outside the University community. Her special talents for organization and administration were recognized in July 1973 when she was named faculty secretary.

"Miss Walton plays an important role in the complex function of student admissions. Her deep interest in the welfare of students is reflected in the recognition she has received from the Pharmacy Alumni Association and the undergraduate student body. She is at various times official and unofficial adviser to the entire faculty, staff and students alike.

"On the personal side — Miss Walton's concern for the moral integrity of modern youth is evidenced by her many years' dedication as a Sunday school teacher and board member of the United Church."

129 faculty and staff members receive awards for distinguished service to the University

William E. Abbott, *Physical Plant*; Prof. Edgar Alfred Allcut, *Mechanical and Industrial Engineering*; Dr. William Anderson, *Pathology*; Prof. Kenneth Avery Armson, *Forestry and Continuing Studies*; Prof. Iva L. Armstrong, *Food Sciences*; Prof. Carl E. Atwood, *Zoology*.

Prof. Katharine Lucy Ball, *Library Science*; Dr. Winifred G. Barnstead, *Library School*; Prof. Bertha Bassam, *Library School*; Prof. Ross M. Baxter, *Pharmacy*; Prof. John Beckwith, *Music*; Margaret L. T. Belcher, *Woodsworth College*; Catherine Agnes Bell, *Neuro-pathology*; Doris Birkett, *Geology*; Gwen Boyd, *Pathology*; Prof. William Boyd, *Pathology*; Eileen M. Bradley, *Science and Medicine Library*; Alice Brown, *University College Women's Residences*; Dr. Thomas C. Brown, *Pathology*; Dr. Douglas Paterson Bryce, *Otolaryngology*; Prof. Leonard Butler, *Zoology*.

Prof. Margaret Cecilia Cahoon, *Nursing and Community Health*; Dr. James Campbell, *Physiology*; Dr. D. E. Cannell, *Obstetrics and Gynaecology*; Prof. Helen Carpenter, *Nursing*; Mary Lauder Cassidy, *Medicine*; Prof. Margaret Evelyn Cockshutt, *Library Science*; Prof. E. Horne Craigie, *Zoology*.

Jack Dibranou, *Hart House*; Dr. William Leslie Donahue, *Pathology*; Roland G. Duffy, *Botany*.

Prof. J. Norman Emerson, *Anthropology*; Prof. Florence H.M. Emory, *Nursing*; Prof. Vibeke E. Engelbert, *Zoology*; Florence English, *University Library*; Gordon L. Ezra, *Civil Engineering*.

Dr. Shirley A. Fleming, *Anaesthesia*; Prof. Madeleine A. Fritz, *Royal Ontario Museum and Geology*.

Prof. Emilio Goggio, *Italian, Spanish and Portuguese*; Keele S. Gregory, *Office of the Vice-President — Business Affairs*; Prof. George M.A. Grube, *Classics*, *Trinity College*.

Dean Frances G. Halpenny, *Library Science*; James Hansen, *University of Toronto Press*; Frank G. Hawker, *David Dunlap Observatory, Astronomy*; Freda Florence Herbert, *Banting and Best Department of Medical Research*; Louise Marian Dawson Hill, *Trinity College*; Dean Richard Brian Holmes, *Medicine*; Prof. Frank Clements Hooper, *Engineering Science*; Audrey Hozack, *Hart House*; Prof. Philip Bernard Hughes, *Mechanical Engineering*; Donald Hull, *Botany*; Sylvia M. Hvidsten, *University College*.

129 faculty, staff receive awards (Continued from previous column)

Prof. Frederick P. Ide, *Zoology*; Virginia Jackson, *Zoology*; Prof. Llewellyn Edward Jones, *Mechanical Engineering*; Prof. Talivaldis Kenins, *Music*; W. John Kenyon, *Physics*; Prof. Mossie Mae Waddington Kirkwood, *English*, *Trinity College*.

David H. Laing, *Metallurgy and Materials Science*; Prof. Raymond R. Langford, *Zoology*; Gertrude E. Lean, *Trinity College*; Philip B. LeFeuvre, *Hart House*; Agatha Leonard, *University Library*; Prof. Kurt L. Levy, *Hispanic Studies*; Marion Louise Lillie, *Trinity College*; Prof. Eric Linell, *Neuropathology*; Prof. G. Ross Lord, *Mechanical Engineering*; Prof. David Vaughan Love, *Forestry*; Elizabeth Lowrey, *Pathology*; Prof. George Luckyj, *Slavic Languages and Literatures*; Blanche Luxton, *Banting and Best Department of Medical Research*.

Emma Linda Mahon, *Banting and Best Department of Medical Research*; The Rev. Hugh Vincent Mallon, *English*, *St. Michael's College*; David J. McConnell, *Civil Engineering*; Victoria Laura McKinnon, *Boyd Museum, Pathology*;

Prof. Arthur Stephen Michell, *Forestry*; Arnold O. Miller, *Erindale College*; Prof. Mary Beatrice Millman, *Nursing*; Howard Cecil Milne, *Physical Plant*; Prof. Julius A. Molinaro, *Italian Studies*; Robert Montgomerie, *Physical Plant*; Prof. Oskar Morawetz, *Music*; Dr. Robert A. Mustard, *Surgery*.

Norah J. Nolan, *Botany*; William Noon, *Physical Plant*.

Prof. Derwyn R.G. Owen, *Religious Studies*, *Trinity College*.

Prof. Edna W. Park, *Household Science*; Prof. Jack H. Parker, *Hispanic Studies*; Prof. G.R. Paterson, *Pharmacy*; Violet Alice Pratt, *Hart House*; Albert Prince, *Zoology*.

Robert Rennick, *Hart House*; Dr. Jessie Hamilton Ridout, *Banting and Best Department of Medical Research*; Prof. Laure E. Rièse, *French*, *Victoria College*; Prof. William S. Rogers, *French*, *Trinity College*; Prof. Robert A. Rosevear, *Music*; Christina B. Ross, *Botany*; Prof. M. Evelyn Rugg, *Hispanic Studies*.

Prof. Ezra Schabas, *Music*; E. Gertrude Seldon, *University of Toronto Schools*; Frederick M. Shepherd, *Mechanical Engineering*; Prof. Ronald M.H. Shepherd, *Classics*, *University College*; K.A. Shrum, *Erindale College*; Prof. Mary Elizabeth Silverthorn, *Library Science*; Winifred Simpson, *Pathology*; Prof. John William Bernard Sisam, *Forestry*; Winnifred J. Slee, *Arts and Science*; C. William Smith, *Zoology*; Jack Smith, *Hart House*; Prof. Marguerite Harland Smith, *Anatomy*; Prof. M.C. Doreen Smith-van der Voort, *Food Sciences*; Prof. Helen B. St. John, *Education*; Lucinda Stevenson, *Hart House*.

Violet A. Taylor, *University Library*; Dr. E. Bruce Tovee, *Surgery*; Prof. William Hilliard Trethewey, *French*, *Victoria College*.

Katherine Wales, *University Library*; Prof. E. Isobel Walker, *Food Chemistry*; Prof. George C. Walker, *Pharmacy*; A.W. Wallace, *Physical Plant*; Helen M. Walton, *Pharmacy*; Flora May Ward, *Pharmacy*; Prof. John J. Weinzeig, *Music*; Phyllis M. West, *University College Women's Residences*; James Frederick Westhead, *Physical Plant*; Ellen Wilkinson, *Hart House*; Prof. J. Tuzo Wilson, *Physics and Erindale College*; Prof. Leonard Woodbury, *Classics*, *University College*; Prof. W.J.T. Wright, *Engineering Drawing*.

Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Penny Tai-Pow, 978-5468; (3) Manfred Hewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308.

Clerk III (\$8,180 — 9,620 — 11,070)
Personnel (4), Media Centre (4)

Clerk Typist III (\$8,180 — 9,620 — 11,070)
Nursing (4)

Secretary I (\$8,180 — 9,620 — 11,070)
International Student Centre (4), Health Administration (4), Family & Community Medicine, p/t (4), Anatomy, p/t (2), Nutrition and Food Science (4)

Secretary II (\$9,000 — 10,590 — 12,180)
Medicine, p/t (4), Private Funding (1)

Secretary III (\$9,900 — 11,650 — 13,400)
Dean's Office, Arts & Science (1)

Secretary IV (\$11,010 — 12,960 — 14,900)
School of Architecture (5)

Laboratory Technician I (\$9,000 — 10,590 — 12,180)
Banting and Best Institute (2)

Laboratory Technician II (\$11,010 — 12,960 — 14,900)
Pharmacology (2), Anatomy (2), Chemistry (1)

Laboratory Technician III (\$12,860 — 14,310 — 16,450)
Pharmacology (2), Biochemistry (Temp) (2)

Programmer I (\$10,460 — 12,310 — 14,160)
Pharmacology (2), Preventive Medicine (4)

Programmer II (\$12,860 — 15,130 — 17,400)
Business Information Systems (5), Student Record Services (1)

Hall Porter (\$5.40 per hour)
Hart House (5)

Chief Engineer, Central Steam Plant (\$18,470 — 21,730 — 24,990)
Physical Plant (3)

continued above

Dream a little dream for me says psychiatrist Douglas Frayn



"Aggression is the taboo that sex used to be," says Dr. Douglas Frayn, co-ordinator for postgraduate psychotherapy at the Clarke Institute of Psychiatry. He explains that most people are unable to describe dreams in which they acted the role of aggressor, though they talk freely of dream sequences in which they appeared as victims.

Much of Frayn's research is concerned with the phenomenon of dreaming and he points out that for most of us a night's slumber is filled with intense physical and mental activity. Dreams are invariably the product of a conflict.

For the brief span of a dream, the illogical, emotional, and highly visual right brain is somewhat freed from the dominance of the rational left brain, and a flood of images, emotions, and feelings results. "A dream may be unintelligible, nonsensical, confused — a fleeting psychosis in which one may behave like an insane person," says the psychiatrist.

In one of his studies, Dr. Frayn found that two percent of those interviewed said they never dreamed at all. Such a lack of dream recall is usually associated with repression.

"It's not difficult to identify the non-dreamer," says Dr. Frayn. "When you ask him how he copes with a difficult situation, he will usually say he puts it out of his mind and forgets about it. His dream censorship indicates that he doesn't allow himself to be aware of his feelings and emotions."

Others who cannot recall their dreams think they have little or no control over their lives. Characteristically they will say that they believe the government will look after everything for them or that fate will decide whether they should change jobs, marry, or move house. "To them, considering dreams is an introspective waste of time," says Frayn.

The non-dreamer can learn to recall his dreams when he takes an interest in his own views of life and examines his own feelings. His dreams may come to be a source of help in dealing with daily life. But getting back into the practice of recalling one's dreams is not done by wishing, and may require therapy.

The return to recalling dreams begins with understanding that a dream takes place when an urge left over from the conscious waking life or a suppressed unconscious wish finds reinforcement during sleep. After learning to recall dreams comes the challenge of interpreting their meaning — "dream work" the psychiatrist calls it.

"Books that claim to interpret dreams are meaningless," says Dr. Frayn. "The snake is the symbol of energy to a Hindu, but to someone of another culture it may signify temptation or evil. Each of us must discover his own highly personal symbols. They relate to the experiences of the first five to seven years of our lives. In therapy we ask the patient to 'free associate' about his childhood so that he will

This woodcut, from the Lubeck Bible of 1494, illustrates Pharaoh's famous dream of seven years of abundance for Egypt, followed by famine.

recognize his own symbols. Through dreams a person can be helped to reconstruct his childhood."

Even when a number of personal symbols are established, dreams are still difficult to understand. For example, they make an unrestricted use of linguistic symbols whose meanings are, for the most part, unknown to the dreamer. The ancient symbols of human prehistory reside in the collective unconsciousness and are often unfamiliar to the dreamer.

Memory plays such an important role in dreaming that it is more comprehensive in dreams than in the waking life. Forgotten recollections that are inaccessible during waking hours make their appearance during the theatre of sleep.

Dreams have often been considered as forecasters of the future, but the psychiatrist says there is no evidence to support the theory, though he does point out that a person's wishes are registered in the unconscious even before they come up to conscious deliberation, and may influence future actions.

In a study that Dr. Frayn is about to undertake, he plans to compare the dreams of 50 people hospitalized with such mood disorders as manic-depressive psychosis and those of another group of patients who are not suffering from an identifiable emotional disorder.

"We want to see how hospitalization and illness influence dream recall and we hope to be able to predict clinical changes before their actual onset, then use the information as a guide for the therapeutic management of the extreme mood changes that occur in the manic-depressive."

Like many other dream researchers, Dr. Frayn has often pondered how highly creative people have used their dream material in poetry, prose and music. "Preliminary studies suggest that creative artistic people are more in touch with their unconscious than others, and portray it in their work; they seem to have a higher percentage of colour in their dreams and dream more often than normal subjects," he says.

Freud once said that dreams are "the royal road to the unconscious", and Dr. Frayn agrees. "It is the individual's duty to know himself through his dreams and thus discover the truth," he says.

Easier breathing

now possible for cerebral palsy victims thanks to new device

Cerebral palsy, especially the athetoid type in which the subject's limbs move in uncontrolled gyrations and speech is often unintelligible, has long challenged the medical profession. Now, Dr. Harold Hoffman, a neurosurgeon at the Hospital for Sick Children, is using a method first devised in New York to help victims of cerebral palsy to control spasticity and regulate breathing.

In the procedure, electrodes are implanted in the cerebellum — the large mass of brain at the back of the head controlling locomotion and balance. The wires from the electrodes are tunneled down through the neck to a receiver buried in the chest wall and connected to an external transmitter and antenna.

When the transmitter is turned to the correct level of stimulus, the patient's spasticity is controlled and breathing becomes more regular. With improved breathing, the incidence of chest infections common to athetoid patients is reduced, and speech and swallowing are improved.

To date six patients ranging in age from

20 months to 18 years have had the procedure done, and one, who had been in a wheelchair since birth, is able to walk. However, Dr. Hoffman, an assistant professor at U of T, does not make any exaggerated claims. "It's too early to proclaim the procedure as being entirely successful, but it does hold some promise," he says.

Who pays for the operation? OHIP covers the hospital costs and the doctor's fee, and the hospital pays for the transmitter, which costs \$2,000. "Although it is expensive," says the neurosurgeon, "it's still much less expensive than the \$25,000 some Canadians have paid in Miami or New York."

Although Dr. Hoffman believes there is little doubt that chronic cerebellar stimulation helps the athetoid patient, he points out that "it's still not clear whether the stimulus should be used in the very young patient or reserved for the older child."

The Ministry of Health has established a task force to determine which patients will benefit most from the new procedure.

Anti-drinking drug is used in a new way to aid alcoholics

A program at Sunnybrook Medical Centre is using an old drug in a new way to help alcoholics. Disulfiram, popularly called antabuse, is now being surgically implanted into the abdomen of excessive drinkers as an ongoing deterrent to alcoholism.

Disulfiram was first used as an anti-drinking drug in 1948, explains Dr. Edward Kingstone, recently appointed vice-provost for health sciences and formerly head of the Department of Psychiatry at the centre.

"When an alcoholic took the drug orally and then had a drink, he would feel unwell," the psychiatrist explains. "But some alcoholics didn't like the idea of having to depend on a pill to sustain their sobriety and for them the efficacy of the antabuse programs gradually decreased."

Some 200 patients are currently taking part in the Sunnybrook program and for 60 percent of them the new regimen is working better than anything they have tried previously. The program has been underway for four years and during that time some patients have been back for as many as eight implants — a procedure which can be repeated every four to six months.

Dr. Kingstone points out that the method is not a panacea nor a substitute for other forms of treatment. He believes, however, that it is "the right method, but as yet not the ideal drug".

Dr. Stephen Kline and Peggy Edwards, a registered nurse, are working with Dr. Kingstone on the study.



Ombudsman reports on second year

Eric McKee concludes Ombudsman's role is a necessary one, and discusses cases involving athletes, air conditioners, salaries, slander, parking permits and plagiarism

The second annual report of the University Ombudsman, for the year Oct. 1, 1976 — Sept. 30, 1977, was presented to Governing Council at its Nov. 17 meeting. Excerpts from the report follow, and additional portions will be printed in subsequent issues of the Bulletin.

The first annual report, submitted just over a year ago, was shaped very much by the fact that the office had been recently established, and it therefore seemed desirable to describe in some detail the philosophy and approach of the office in carrying out its functions. Now that the office is better established and known, it does not seem necessary to repeat much of this material, and so the second annual report will focus more on particular cases and issues which have been brought forward over the past year.

The office continues to function with a staff of two, myself and a secretary, and no change in this arrangement should be necessary unless there is a marked increase in the case load. The operating expenses of the office for the year covered by this report, including salaries, but excluding space costs, were \$46,000.

As in the first year, co-operation has been readily forthcoming from most academic and administrative officials, and my general impression is that the office continues to be respected and regarded favourably in most parts of the University. One indication of the credibility of the office is the increasing number of academic and administrative officials at various levels who have contacted the office for opinions or advice about actions they proposed to take in the course of their duties. This poses a problem since it raises the possibility that I could collaborate in a decision which as Ombudsman I might ultimately be called upon to review. Accordingly, while I have been prepared to discuss some issues in a very general way, I propose in the future to avoid any discussion of particular cases. This is a position I have taken with some reluctance because it often seems simpler to insure that a good decision is made in the first instance rather than criticize a poor one after the fact. However, I have become convinced that the purposes of the Ombudsman's Office with its special need for independence and objectivity are best served by discouraging "advance" consultations.

One consequence of this need to maintain this independence, which has been respected by everyone in the University with whom I have had contact, has been a certain degree of isolation and a lack of general evaluative comment about the office. In this regard the positive assessment provided by the Commission who reviewed the functioning of the office last spring was very welcome indeed.

As in last year's report, my comments on the "requests for assistance" over the year are organized on the basis of the section of the University community from which they originated. In the interest of limiting this report to a reasonable length, I have selected only a few cases for detailed description, others have been covered in a very general way, and most have been mentioned in a cursory fashion or not at all.

Academic Staff Cases

Two of the academic staff cases involved tenure denials. In one, the staff member concerned, having been

denied tenure eighteen months before, approached my office in an effort to secure a review of the decision. Prior to that time he had not made any appeal, although an inquiry on my part indicated that he had been advised, in writing, of his right to appeal at the time tenure was denied. However, I informed him that the Tenure Appeal Committee had the power to extend the usual thirty-day time limit for appeal "under circumstances which it considers exceptional", and I suggested to him that, if he felt he had a legitimate claim for such an extension, he should make a submission to the committee to this effect.

I recommended that the Tenure Appeal Committee reconsider its decision

In the second tenure-related case, a former member of the staff whose appeal had been denied by the Tenure Appeal Committee requested a review on my part. After a long investigation, including an examination of all the relevant documentation as well as the records of the recent tenure consideration of two other members of the same department, I recommended that the Tenure Appeal Committee reconsider its decision. This recommendation was based principally on my concern at the level of guidance received by the candidate in submitting material for his dossier, the procedures used in securing appraisals from external referees, and the presence on the tenure committee of a departmental colleague who had, in advance, written a negative assessment of the candidate and might be presumed to be biased. After considering my submission, the Tenure Appeal Committee reaffirmed its original decision to deny the appeal. Recently, the committee again reviewed the case, and after granting the appellant another hearing, again confirmed the original decision. It is my understanding that the individual involved now plans to commence a legal action for damages against the University, with the help of a grant from the Academic Freedom and Tenure Committee of the Canadian Association of University Teachers.

The office was asked by a staff member about the level of confidentiality with which information collected by the University from all members of the teaching staff for Statistics Canada purposes is treated. After investigation I was able to report that the privacy of staff members appeared to be adequately protected.

In another case, a staff member sought my intervention in securing a retraction of a written statement made by a colleague acting in a semi-official capacity which the complainant felt included slanderous and defamatory remarks about his teaching record. The individual was concerned that these would remain in his file and might hinder him professionally. Although no retraction was obtained, I was able to secure through the Office of the President a

statement which placed the damaging remarks in context, indicating their limitations, and which was placed in the complainant's file, thereby resolving the matter to his satisfaction.

Three cases involved matters related to search committees for academic administrative positions. In one case, a staff member sought action to bring an end to what he felt were inordinate delays on the University's part in activating a search committee for a new division head. After contacting the Provost's Office, I was able to report that a committee was already in place and would commence its work immediately. A second case involved a request from several members of a department for advice regarding ways and means of putting forward their concerns and other matters concerning the future of their department. In the third case, a candidate for a position sought information and advice regarding his rights and action he might take with respect to perceived irregularities in the behaviour of the search committee.

A staff member holding a clinical appointment in the Faculty of Medicine who had been informed that his appointment would not be renewed approached the office with the claim that he had been denied a written statement of the reasons for the non-renewal. He stated that although these had been discussed with him in a general way, and the official with whom he was dealing had shown him a list of reasons, he had been denied a copy or the opportunity to make notes. The official in question was on vacation at the time this matter came to my attention, so I approached the President who informed me that whatever had transpired in earlier discussions, some misunderstanding was involved, and a statement of reasons would be provided upon written request from the complainant.

A member of staff approached me regarding a refusal to permit the installation of air conditioning devices in his department.

In early May, a member of the staff, apparently expressing a concern shared by most of his departmental colleagues, sought my intervention regarding a Committee on Accommodation and Facilities refusal to permit the installation of further air conditioning equipment in the department. The complainant stated that summer working conditions had always been poor because of the heat, but had recently been aggravated by the removal of trees which shaded the building, and by dirt and noise from nearby demolition and construction which made it difficult to leave windows open. As a consequence, many members of the department, both professors and graduate students, found it difficult to do research or other work in the summer, thereby having a deleterious effect on the academic life of the department, and

placing its members at a disadvantage in the academic community. My investigation indicated that the committee's decision had been based on a University energy conservation policy which precluded the expansion or replacement of air conditioning facilities except where absolutely necessary. A review of committee decisions over the past two years confirmed that this policy had been enforced quite vigorously. On the other hand, my impression from a tour of the department was that, because of the exposure and design of the building, the situation was indeed extreme, and there was virtually no through ventilation whatever in some areas. Accordingly I recommended to the University's Energy Management Engineer that conditions in the department be investigated with a view to identifying means whereby the work environment would be improved. I understand that this is underway, and that it is hoped that some remedial action will be taken before next summer.

Other cases involved salary increases, particularly the merit component, library borrowing privileges of faculty members, the rights of an instructor whose grades are changed against his will by a department head, the cancellation of classes on National Student Day, various difficulties with chairmen and deans, payroll matters and questions regarding academic appointments.

Non-academic Staff Cases

Twenty-two of these cases involved requests from staff members for information and advice about their rights and University policy and procedures, with regard to a wide range of difficulties with their supervisors. In most cases these involved individual concerns, but in some several staff members in a particular department were involved. Sometimes issues were specific and clearly defined, and other times the concerns centred around the general management style of the supervisor and the way in which this affected his or her subordinates.

In many of these cases the individuals involved insisted that the consultations be strictly confidential. A few were disappointed that on the basis of such discussions investigations of their supervisors' behaviour could not be launched, but most simply wanted an opportunity to discuss their concerns with an independent official who was reasonably familiar with University policy and personnel practices, and they followed this up with action within their own department which lead to a successful resolution of the difficulties.

To be continued in subsequent issues.

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Research News

New year deadlines for frequent sponsors

Applicants for research support are reminded of the following new year deadlines.

American Council of Learned Societies, grants-in-aid, *January 16*; travel grants to humanists to international meetings, *March 1*. For forms write A.C.L.S., 345 East 56th Street, New York, N.Y. 10017.

Banting Research Foundation, research grants, *March 1*.

Canada Council, grants-in-aid over \$10,000, *January 15*.

Connaught Fund, research grants, grants-in-aid of new staff, senior fellowships in the humanities, all due *January 16*.

Health and Welfare Canada: Health Directorate, research grants, demonstration projects, studies, health care program, all due *January 31*; Fitness and Amateur Sport, *January 31*; Non-Medical Use of Drugs Directorate, new and renewal applications, due *March 1*, please note change in date.

Imperial Oil, research grants, *January 15*.

International Development Research Centre, research associates, *February 15*.

Labour Canada, research grants, *February 15*.

Laidlaw Foundation, fellowships, *February 1*.

Muscular Dystrophy Association, grants-in-aid, predoctoral fellowships, postdoctoral fellowships, summer fellowships, all due *February 28*.

National Research Council, Government of Canada visiting fellowships, *January 15*.

Ontario Mental Health Foundation, research studentships, *January 20*.

Ontario Thoracic Society, grants-in-aid, *January 15*.

For further information, call ORA at 978-2163.

Imperial Oil new forms available

ORA has received new guidelines and application forms for university research grants from Imperial Oil Ltd. which sponsors research "in areas of interest to the petroleum, petrochemical and energy industries". These areas include environmental, earth, engineering and chemical sciences, but may also include research in socio-economic and social sciences "pertaining to relationships between the above industries and their employees, customers, and the business environment in which they operate".

Evaluation of the applications for awards up to \$6,000, due *January 15*, will emphasize significance for practical application and originality in the topic, objective, or methodology, rather than the extension of existing research. Proposed budgets should provide for training of undergraduate or graduate students.

1978-79 visiting fellowships in government laboratories

The Government of Canada offers fellowships for postdoctoral applicants under 36 years of age who wish to do research in selected laboratories in any of the following agencies: Agriculture Canada; Communications Research Centre of the Department of Communications; Department of Energy, Mines and Resources; Atmospheric Environment, Environmental Management, or Fisheries and Marinas Services of the Department of Fisheries and the Environment; Environmental Health Directorate or Directorates in the Health Protection Branch of Health and Welfare Canada; Museum of Natural Sciences; National Research Council; and Atomic Energy of Canada Ltd. Candidates with master's degrees who have demonstrated capability for successful independent research may also be considered. The fellowships offer stipends of \$12,300,

plus travel for fellow and family, and are due *January 15*.

ORA has application forms and information regarding the laboratories and research stations participating in the program, which is administered by the National Research Council. For details call 978-2874.

Assistance for upgrading health research equipment

A block grant of \$282,000 has been awarded the U of T from the Ministry of Health's provincial lottery funds. The grant is intended for use in health areas to replace or upgrade research equipment costing less than \$50,000. Applications and guidelines have been sent to deans of the Faculties of Dentistry, Medicine, Pharmacy, and Nursing; chairmen of basic, clinical and community health departments; chairmen of teaching hospitals research committees and chairman of advisory committees on central services. Applicants should obtain copies from those persons or from Dr. D.C. Smith, Faculty of Dentistry, 123 Edward St.

Applications will be evaluated by a special committee, under the chairmanship of Dr. Smith, established by the Vice-Provost — Health Sciences. The deadline is *February 3* and no applications received following that date will be considered. All normal University approvals are required. Applications, 12 copies including the original, should be sent to ORA at 133S Simcoe Hall.

PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the Ph.D. oral office, telephone 978-5258.

Monday, December 5

Françoise Boudreau-Lemieux, Department of Sociology, "Changes in the System for the Distribution of Psychiatric Care in Quebec, 1960-1974." Thesis supervisor: Prof. N.W. Bell. Room 111, 63 St. George St., 2 p.m.

Friday, December 9

Oyar Duskis, Centre for the Study of Drama, "William Poel's Theory and Practice of Shakespearean Production and Its Influence." Thesis supervisor: Prof. R. Davies. Room 307, 63 St. George St., 2 p.m.

Bruce Alan Thomson, Department of Physics, "Ion Evaporation From Charged Water Droplets." Thesis supervisor: Prof. J.V. Iribarne. Room 309, 63 St. George St., 2 p.m.

Karl Heinz Laubstein, Department of Political Economy, "The Failure of Physical Planning in Post-Colonial Kenya." Thesis supervisor: Prof. R.C. Pratt. Room 111, 63 St. George St., 2 p.m.

Monday, December 12

William Wai-Nam Mak, Department of Biochemistry, "Reversible Morphological Changes in Mammalian Cells

Induced by Phenylalaninol and Related Compounds." Thesis supervisor: Prof. J.T. Wong. Room 309, 63 St. George St., 10 a.m.

Lawrence Alexander Sawchuk, Department of Anthropology, "Fertility Differential Among the Sephardic Jews of Gibraltar and Its Implications for Population Structure." Thesis supervisor: Prof. A.R. Ray. Room 111, 63 St. George St., 2 p.m.

Donald Hugh Paterson, Department of Community Health, "Alterations of Cardiovascular Function with Mild and Intense Physical Training of Post-Myocardial Infarction Subjects." Thesis supervisor: Prof. R.J. Shephard. Room 309, 63 St. George St., 2 p.m.

Tuesday, December 13

Joanne Harach Hayne, Department of English, "Dramatist in Exile: A Study of the Plays of D.H. Lawrence." Thesis supervisor: Prof. F.J. Marker. Room 307, 63 St. George St., 2 p.m.

Herbert Roth Spiers, Department of Educational Theory, "The Life Below the Life: Sexuality in the Conception and Perception of Self and Other, A Philosophical Analysis." Thesis supervisor: Prof. E.C. Olsen. Round Room, Massey College, 2 p.m.

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Forum

Termination of staff, faculty

I am writing in response to the letter from Charlotte Turnbull, president of the University of Toronto Staff Association, which was published in the *Bulletin* on November 14. I regret if Ms. Turnbull and her colleagues were offended by the recent memorandum over my signature and that of Vice-President Iacobucci on the procedures to be followed if budget cuts require the termination of administrative staff positions, and would like to make some comments on her criticisms.

The memorandum contained nothing new: it simply restated our existing practice with regard to the termination of staff positions as a reminder to those responsible for preparing budgets for 1978-79. In my view, these practices ensure the fairest possible treatment of individuals whose positions are terminated, including extended periods of notice and attempts to find them alternative employment in the University.

Surely it was better to issue this reminder to help ensure that fair principles and procedures will be followed, than not to do so and run the risk that some employees will not receive fair treatment.

Ms. Turnbull commented that because the memorandum was aimed at only one personnel group in the University, the administrative staff, it was discriminatory. Actually, in my budget letter dated October 13, divisional heads were reminded of the procedures for terminating certain faculty positions, with specific reference to the requirement to give notice by December 31, when the appointments of faculty on contractually-limited terms and annual appointments are not to be renewed on July 1, 1978.

The difficult financial prospects facing us will affect all parts of the University.

D.A. Chant
Vice-President and Provost

Canadian studies overkill?

Reading the *Bulletin* of Oct. 31, I could hardly believe my eyes: a major concern of the Task Force on Canadian Studies is "the danger of overkill in Canadian studies in schools . . .". And this in the country which is facing pressing economic and political problems, largely due to the neglect of studying the specifics of its actual state of affairs! Since the solution of our problems requires pertinent knowledge of the country's actual situation, we are hardly in a position to worry about an "overkill" in Canadian studies at any level.

Here is but another proof of the rampant anti-Canadianism manifested by our academic community, of the poor leadership forthcoming from the universities. After all, one cannot solve specifically Canadian problems by using say, Swedish or American solutions. Do the Swedish or U.S. university authorities ever worry about an "overkill" in Swedish or American studies?

K.J. Cottam, Ph.D.

Graphically speaking

Congratulations on the new format of the *Bulletin*. The articles are well laid out and the generous use of space aids legibility.

May I temper my praise with criticism? The use of prints and graphic illustration to highlight articles is an excellent idea. Where the artists (Dürer, Bewick, etc.) are of an earlier era and their work is clearly in the public domain, there is no problem of copyright. But the most recent issues of the *Bulletin* have reproduced contemporary art by Käthe Kollwitz,

Agnes Miller Parker, and Edward Gorey; the first two works were uncredited, and none indicated that permission for use had been granted.

I am sure you regard T.S. Eliot's words as sacrosanct and would not reprint them without permission. The same courtesy applies to contemporary images, and approval for reproduction has to be obtained.

William Rueter
Design Unit, University of Toronto Press

appreciate Mr. Rueter's comments and they have been taken to heart.



Illustration by Edward Gorey

Editors' note:
To the best of our knowledge, the drawings by Kollwitz and Parker are out of copyright and no permission for use was necessary.
Admittedly, both should have been credited, though in the case of the second the artist's name was unavailable to us until Mr. Rueter was kind enough to supply it. As for the Gorey illustration, it was so delightful that we couldn't resist using it in what we must admit to being undue haste. We

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Colleges becoming fragmented

A developing sense of fragmentation, particularly within the Faculty of Arts and Science, is one of a number of problems that have resulted from the *Memorandum of Understanding* between the University and the colleges, according to the recently installed principal of University College, Peter Richardson, who addressed the Governing Council at its meeting on November 17.

Historically, University College reflected the University's commitment to a secular education, and when the University's governing structure was changed in 1906, this particular role in the federated University structure was recognized by making the Board of Governors of the University directly responsible for the governance of the college, Richardson told the council.

The memorandum, which came into effect three years ago, had left four major questions unresolved, he said:

1) Relations between University College and the other older colleges have been improving, "so that there is a lot more trust and a closer sense of community of interest". However, the

development of the new colleges, which are secular as well, has somewhat altered U.C.'s traditional role.

2) The sense of departmentalization within the Faculty of Arts and Science has been encouraged by the rapid development in the last few years of the School of Graduate Studies and the manner in which its programs are built on undergraduate studies.

"The colleges are one way of resolving this situation through their cross-disciplinary activities," Principal Richardson said.

3) The loss of college subjects, though perhaps a good thing, has disrupted the college. At the same time, there is a general disenchantment with the new program in arts and science.

4) Though the Governing Council is also the governing body of University College, "our difficulty is that we see no real evidence of that role in the college's affairs".

It is important that the connection between the council and the college should in some sense be re-established, Richardson concluded.

Planning and Priorities

On Nov. 28, the Planning and Priorities Subcommittee met with School of Graduate Studies Dean J.M. Ham and Assistant Dean R.H. Painter to discuss the school's centres and institutes which, said Dean Ham, form the connective tissue between the departmental disciplines.

When asked if the centres and institutes were subject to any "sundown" legislation to eliminate weak programs, Dean Ham replied that for each the question should be raised: "Is this a good way for the University to spend its money as opposed to putting it into departments?" His written report indicated that the school reviews each centre and institute on a five year cycle.

Principal William Saywell suggested that, even in difficult financial times, "sunrise" legislation should not be ruled out — that new centres and institutes should be possible. Otherwise, there was the danger of inhibiting creative ideas, he said.

When questioned about research funds, Dean Ham replied that approximately \$25 million in grants and contracts flows in annually, and that research is the only base on which a graduate school can be built. However, members questioned gross budget figures for the centres and institutes, since research funds do involve additional overhead expenses, such as physical plant and administration costs.

Another issue was whether grant money should not be more clearly identified with departments; at present, both departmental finances and personnel are becoming dispersed throughout various centres and institutes.

1978-79 salary and benefits

Continued from Page 1

the administration — negotiations commenced early in November.

Preliminary discussions between the Staff Association, representing non-union academic staff members, and the University administration have also begun. The association is in the process of drawing up a document on its 1978-79 salary and benefits expectations and will present it to the administration shortly.



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Sesqui Events

Monday, December 5

The Moslem World: A Whirlwind Tour of Historic Centres, illustrated lecture.
Dr. E.J. Keall, Royal Ontario Museum. 14-081 Robarts Library. 12.10 p.m. (Middle East & Islamic Studies)

Lead Zinc Deposition in the Canadian Arctic: Its Relation to Petroleum, lecture to Toronto Geological Discussion Group.
Dr. William Kerr, Institute of Sedimentary and Petroleum Geology, Calgary. Engineers' Club, 105 Victoria St. 4 p.m.

The Polaris Mine, Little Cornwallis Island, seminar.
Dr. William Kerr, Institute of Sedimentary and Petroleum Geology, Calgary. 202 Mining Building. 12 noon. (Geology) (Please note time)

Paradise or Prison: Images of Nature in Some Early Canadian Plays, eighth of nine lunchtime seminars, *Canadian Literature and Culture*.

Prof. Michael Tait, Department of English. 321 Pratt Library, Victoria College. 1.15 p.m.

Visual Arts Mississauga, exhibition. First juried art show by this community arts group. Erindale Art Gallery to Dec. 17.

Arts of Ancient Meroe, exhibition. About 1,000 B.C. the ancient Egyptian empire declined and its vassal states revolted. One of these, called the Kingdom of Kush by the Egyptians, known to us as Nubia and now part of the Republic of the Sudan, established a dynasty that ruled briefly along the Nile from Khartoum in the south to the Mediterranean. Defeated by the Assyrians, the Kings of Kush retreated south beyond the foothills of Aswan where they established the city of Meroe and a kingdom that ruled the Middle Nile for a thousand years to 350 A.D. The city was rediscovered and excavated by British archaeologists in 1909. Many of the artifacts found then are in this display. Egyptian Gallery to end December.

Canadian Hooked Rugs, exhibition. Textile Gallery, second floor, ROM to Jan 6.

Tuesday 6

The Grimsby Site, lecture.
Dr. Walter A. Kenyon, Royal Ontario Museum. Lecture room, McLaughlin Planetarium. 4.30 p.m. (Toronto Society Archaeological Institute of America)

Astrochemistry and the Economic Condition of Man, lecture.
Sir Fred Hoyle, Manchester University. Auditorium, Medical Sciences Building. 8 p.m. (Physics and U.C.)

Solar Neutrinoes Are Tired, colloquium.
Prof. E.N. Glass, University of Windsor. David Dunlap Observatory. 4 p.m.

Mordecai Richler and the Spanish Civil War, last of nine lunchtime seminars, *Canadian Literature and Culture*. Prof. Mark Levene, Department of English. 323 Pratt Library, Victoria College. 1.15 p.m. (Please note date and room.)

Evaluating the Regional Trauma Unit: A Feasibility Study, seminar.
This seminar, previously scheduled, has been cancelled and will be rescheduled during the spring term.

Israel's Water Resources: Problems and Solutions, seminar.
Prof. Uri Shamir, Technion University, Haifa; visiting professor, Department of Civil Engineering. Auditorium, Medical Sciences Building. 5 p.m.

Christmas Tree.
Annual Hart House evening of carols and

Christmas readings. HH Chorus will give mini-concert; HH singers will lead carol singing. Candy canes for children from Santa and his elf; mulled wine for adults. Children over seven welcome, bring blanket for warm seat. Great Hall, Hart House. 8 p.m.

The New York School, art film.
Features Robert Motherwell and William de Kooning. Third floor cafeteria, Scarborough College. 7 p.m.

Wednesday 7

The Case for Nuclear Energy, lecture.
Sir Fred Hoyle, Manchester University. West Hall, University College. 4 p.m. (Physics and U.C.)

The Maya World — A View from Belize, lecture.
Dr. David Pendergast, director of Mayan excavations, ROM. Lecture room, McLaughlin Planetarium. 8 p.m.

Conflict in Japan: The Success of the Unruly, colloquium series on East Asia.
Prof. Michael Donnelly, Department of Political Economy. East Asian Studies Lounge, 14th floor, Robarts Library. 8 p.m. (Please note suggested general reading: *Japanese Patterns of Behaviour*, on reserve at Sigmund Samuel and at desk, East Asian Library)

Atmospheric Pressure Chemical Ionization Techniques and Instrumentation, seminar.
Dr. D. Carroll, Institute for Lipid Research, Baylor College of Medicine. Main lecture room, Institute for Aerospace Studies. 2 p.m. (UTIAS and Scieux Inc.)

Resolved: This house views with confidence the formation of a Labour government in Britain and calls for the creation of a party of a similar nature here in Canada, debate.
First HH debate, held Jan. 31, 1924, will be debated again. Four student debaters will speak in context of 1924. Honorary visitors, Prof. Vincent Bladen and Morley Callaghan who were two of the original debaters, along with others from the floor will speak in context of 1977. Debates Room, Hart House. 8 p.m.

Erindale College Recorder Ensemble, classical guitarist Christina Sarpkaya, concert.
Traditional choral concert with audience participation. Art Gallery, Erindale College. 12 noon.

The Tragic and Comic Mask, noon hour recital.
William Glenesk, the spoken word and song. Concert Hall, Royal Conservatory of Music. 12.15 p.m.

Woodwind Quintet, second in series of free luncheon concerts featuring students from Faculty of Music.
Innis College Town Hall. 12.15 p.m.

Christmas Decorations, HH Crafts Club. Tree and table decorations, glass ornaments, gift wrapping demonstration. Crafts Club Room. 7.30 p.m. to 9.30 p.m.

Annual Turkey Shoot, HH Revolver Club.
Open to all club members, entry fee \$2, prizes — turkeys. Range. 7.30 p.m.

Thursday 8

Gonococci Grown in vivo and in vitro: Selection and Phenotypic Change in Relation to Pathogenicity, lecture.
Prof. Harry Smith, University of Birmingham. 235 FitzGerald Building. 3.30 p.m. (Microbiology & Parasitology)

Visual Search, Visual Attention and the Attention Operating Characteristic, colloquium.
Prof. George Sperling, New York University and Bell Labs. 2117 Sidney Smith Hall. 4 p.m. (Psychology and SGS) (Please note day.)

The Palermo School in 1869: The Origins of Stereochemistry and the Panama Scandal, colloquium.

Prof. J. Michael McBride, Yale University. IHPST common room, 4th floor, Textbook Store. 4 p.m.

Astrochemistry and the Origin of Life, colloquium.
Sir Fred Hoyle, Manchester University. 102 McLennan Physical Laboratories. 4.10 p.m.

Research Utilization and Communication in Planning, seminar.

Prof. J.B. Cullingsworth, Department of Urban & Regional Planning. Council Room, Haultain Building. 4 p.m.

Communications, safety seminar.
4049 Robarts Library. 10.30 a.m. to 12 noon.

Current issues of contemporary literary theory, seventh of a series of 14 special seminars.

Prof. Fredric Jameson, Yale University. Croft Chapter House. 4 p.m. For details telephone 978-6363. (Comparative Literature)

The isolation of eukaryotic nuclei: fact or artifact? biology seminar.

Prof. Marilyn T. Schafrick, Department of Botany. 2082 South Building, Erindale College. 5.15 p.m.

Writers' Workshop.

Carol Bolt, writer-in-residence. Workshop is held every Thursday in Hart House, see hall porter for room.

7.30 p.m.

Wholistic Approach to Education — Learning How to Learn, talk.

Twin Valley Educational School leaders. Pendarves Room, International Student Centre. 12.15 p.m. (Integrity Group)

Friday 9

Labour's View, second of seven lectures in Lunch & Learn Club Series II, *Industrial Relations in Canada: The Current State and Outlook*.

Cliff Pilkey, Ontario Federation of Labour. Innis College Town Hall. 12.15 p.m. Registration fee \$15 for four series of lectures. Information 978-2400.

The Chemistry of Radical Pairs in Organic Crystals, colloquium.

Prof. J. Michael McBride, Yale University. 158 Lash Miller Chemical Laboratories. 4 p.m.

Metabolic signals for insulin secretion and proinsulin biosynthesis, luncheon seminar.

Dr. John Logothetopoulos, Banting & Best Department of Medical Research. 417 Best Institute. 12.30 p.m. (BBDMR)

Albert Herring by Benjamin Britten, first production in Opera Department 1977-78 season.

Conductor, Michael Evans; director, Constance Fisher; designer, Maxine Graham. MacMillan Theatre, Edward Johnson Building. Dec. 9 and 10 at 8 p.m. Tickets \$4, students and senior citizens \$2.50 Telephone 978-3744.

Saturday 10

Urban Botany — Plants in Big Cities, lecture.

Dr. James E. Cruise, Royal Ontario Museum. Convocation Hall. 8.15 p.m. (Royal Canadian Institute)

Goin' Down the Road, fourth of eight in Film Festival 77-78.

North auditorium, OISE, 252 Bloor St. W. 8 p.m. Tickets \$1. Information 978-5076. (Woodsworth College Students' Association)

Principal's Annual Christmas Party for Children.

Tree trimming at 1.30 p.m., festivities begin at 2 p.m. Meeting Place, Erindale College. Tickets \$1, children 50 cents. Information 828-5214.

Sunday 11

Foods, Fads, and Fallacies, tenth of fall series of special Sesquicentennial lectures at Science Centre.

Prof. Harding le Riche, Department of Preventive Medicine. Main auditorium, Ontario Science Centre. 3 p.m.

Janet MacFarlane, special Sesquicentennial Organ Recital.

Introductory remarks by the President. Program includes *Introduction*, *Passacaglia and Fugue* by Healey Willan. Broadcast in *Organists in Recital* series, CBC-FM, 94.1, at 4.30 p.m.

Tuesday 13

The Eastern Margin of the Appalachians in the Atlantic Region with Particular Reference to Newfoundland, seminar.
Prof. M.J. Kennedy, Brock University. 202 Mining Building. 4 p.m.

A Festival of Song and Light.

Special programs begin at noon at the ROM. Events will be held in theatre, Armour Court and Canadiana Galleries. Renaissance Singers, madrigal group from Kitchener, will give concert in Armour Court at 7 p.m. Audience will be invited to join in singing carols.

Wednesday 14

Media Centre, screening of latest productions.

Hokushu Dance, film, 20 minutes; *The Art of Sewage Treatment*, videotape, 21 minutes; *Forestry as a Career*, slide-tape presentation, 13 minutes. Room 107, Media Centre, 121 St. George St. 12.30 p.m.

Friday 16

Management's Perspective, third of seven lectures in Lunch & Learn Club Series II, *Industrial Relations in Canada: The Current State and Outlook*.

R. Peter Riggan, Noranda Mines Ltd. Innis College Town Hall. 12.15 p.m. Registration fee \$15 for four series of lectures. Information 978-2400.

Community Christmas Choir, concert. The choir, under the leadership of Jane Musson, will sing a few not too familiar carols, and will assist the audience in many of the well-known ones.

Memorial Lobby, Medical Sciences Building. 3 p.m.

There will be two more issues of the Bulletin, on Dec. 12 and 19, before the holidays.

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